

# Compensation

Table 16

Public Libraries	Does the library have...?			Library Pension Type
	FICA	Shift Differential	Longevity Pay	
<b>Over 250,000</b>				
Fort Vancouver Regional	yes	yes	yes	state
King County	yes	yes	no	county
Pierce County	yes	no	no	state
Seattle Public	yes	yes	no	city
Sno-Isle County	yes	no	no	state
Timberland Regional	yes	yes	yes	state
<b>100,001 – 250,000</b>				
Kitsap Regional	yes	no	yes	state
Mid-Columbia	yes	yes	no	state
North Central Regional	yes	no	no	state
Spokane County	yes	no	no	state
Spokane Public	yes	yes	yes	city
Tacoma Public	yes	no	no	city
Yakima Valley Regional	yes	no	no	state
<b>25,001 – 100,000</b>				
Bellingham	yes	yes	no	state
Everett	yes	no	yes	state
Longview	yes	no	no	state
North Olympic				
Puyallup	yes	no	yes	state
Renton	yes	no	yes	state
Richland	yes	no	no	state
Walla Walla Public	yes	yes	yes	state
Whatcom County	yes	no	no	state
<b>5,001 – 25,000</b>				
Anacortes	yes	no	yes	city
Asotin County	yes	no	no	state
Burlington	yes	no	yes	state
Camas	yes	no	no	state
Ellensburg	yes	no	no	state
Enumclaw	yes	no	no	state
Grandview (Bleyhl)	yes	no	yes	state
<b>5,001 – 25,000</b>				
Jefferson County	yes	no	yes	state
Kelso	yes	no	yes	state
Milton Memorial	yes	no	yes	state
Mount Vernon	yes	no	yes	state
Pend Orielle County	yes	no	no	state
Port Townsend	yes	no	no	state
Pullman (Neill)	yes	no	no	state
San Juan Island	yes	no	no	state
Sedro-Woolley	yes	no	no	state
Walla Walla County	yes	no	no	state
Whitman County	yes	no	no	state
<b>Under 5,000 with certified Librarian</b>				
LaConner District		no	no	state
Lopez Island	yes	no	no	state
Ocean Shores	no	no	no	state
Orcas Island	yes	no	yes	state
Prosser	yes	no	yes	state

## Compensation

Table 16 (continued)

Public Libraries	Does the library have...?			Library Pension Type
	FICA	Shift Differential	Longevity Pay	
<b>Under 5,000 without certified Librarian</b>				
Castle Rock	no	no	no	NR
Cathlamet				
Chewelah		no	no	state
Cle Elum (Carpenter)	yes	no	no	state
Colville	yes	no	yes	state
Concrete	yes	no	no	NR
Davenport	no	no	no	city
Dayton	yes	no	no	city
Harrington				
Kalama	yes	no	no	state
Kettle Falls	yes	no	no	NR
Kittitas	no	no	no	NR
Odessa	no	no	no	NR
Pomeroy				
Reardan	no	no	no	NR
Ritzville	yes	no	no	state
Roslyn	yes	no	no	state
Roy	yes	no	no	NR
Sprague	no	no	no	NR
Waitsburg (Weller)				
Wilbur	yes	no	no	city

# Compensation

Table 16 (continued)

Public Libraries	Who is covered by your...?		
	Medical Insurance	Dental Insurance	Vision Insurance
<b>Over 250,000</b>			
Fort Vancouver Regional	Employee, Spouse & Dependents	Employee, Spouse & Dependents	Employee, Spouse & Dependents
King County	Employee Only	Employee Only	
Pierce County	Employee Only	Employee, Spouse & Dependents	Employee Only
Seattle Public	Employee, Spouse & Dependents	Employee, Spouse & Dependents	Employee, Spouse & Dependents
Sno-Isle County	Employee Only	Employee Only	Employee Only
Timberland Regional	Employee Only	Employee Only	Employee Only
<b>100,001 – 250,000</b>			
Kitsap Regional	Employee Only	Employee Only	Employee Only
Mid-Columbia	Employee, Spouse & Dependents	Employee, Spouse & Dependents	Employee, Spouse & Dependents
North Central Regional	Employee Only	Employee Only	Employee Only
Spokane County	Employee Only	Employee Only	Employee Only
Spokane Public	Employee, Spouse & Dependents	Employee, Spouse & Dependents	Employee, Spouse & Dependents
Tacoma Public	Employee, Spouse & Dependents	Employee, Spouse & Dependents	Employee, Spouse & Dependents
Yakima Valley Regional	Employee Only	Employee, spouse & Dependents	Employee Only
<b>25,001 – 100,000</b>			
Bellingham	Employee, Spouse & Dependents	Employee, Spouse & Dependents	Employee, Spouse & Dependents
Everett	Employee, Spouse & Dependents	Employee, Spouse & Dependents	Employee, Spouse & Dependents
Longview	Employee and Spouse	Employee and Spouse	Employee and Spouse
North Olympic			
Puyallup	Employee, Spouse & Dependents	Employee, Spouse & Dependents	Employee, Spouse & Dependents
Renton	Employee, Spouse & Dependents	Employee, Spouse & Dependents	Employee, Spouse & Dependents
Richland	Employee, Spouse & Dependents	Employee, Spouse & Dependents	Employee, Spouse & Dependents
Walla Walla Public	Employee, Spouse & Dependents	Employee, Spouse & Dependents	Employee, Spouse & Dependents
Whatcom County	Employee, Spouse & Dependents	Employee, Spouse & Dependents	Employee, Spouse & Dependents
<b>5,001 – 25,000</b>			
Anacortes	Employee, Spouse & Dependents	Employee, Spouse & Dependents	Employee, Spouse & Dependents
Asotin County	Employee Only		
Burlington	Employee, Spouse & Dependents	Employee, Spouse & Dependents	Employee, Spouse & Dependents
Camas	Employee, Spouse & Dependents	Employee, Spouse & Dependents	Employee, Spouse & Dependents
Ellensburg	Employee, Spouse & Dependents	Employee, Spouse & Dependents	Employee, Spouse & Dependents
Enumclaw	Employee, Spouse & Dependents	Employee, Spouse & Dependents	Employee, Spouse & Dependents
Grandview (Bleyhl)	Employee, Spouse & Dependents	Employee, Spouse & Dependents	Employee, Spouse & Dependents
<b>5,001 – 25,000</b>			
Jefferson County	Employee, Spouse & Dependents	Employee, Spouse & Dependents	Employee, Spouse & Dependents
Kelso	Employee, Spouse & Dependents	Employee, Spouse & Dependents	Employee, Spouse & Dependents
Milton Memorial	Employee, Spouse & Dependents	Employee, Spouse & Dependents	Employee, Spouse & Dependents
Mount Vernon	Employee, Spouse & Dependents	Employee, Spouse & Dependents	Employee, Spouse & Dependents
Pend Orielle County	Employee Only	None	Employee
Port Townsend	Employee and Spouse	Employee, Spouse & Dependents	Employee, Spouse & Dependents
Pullman (Neill)	Employee, Spouse & Dependents	Employee, Spouse & Dependents	Employee, Spouse & Dependents
San Juan Island	Employee Only	Employee Only	Employee Only
Sedro-Woolley	Employee Only	Employee Only	Employee Only
Walla Walla County	Employee Only	Employee, Spouse & Dependents	Employee Only
Whitman County	Employee Only	Employee Only	Employee Only
<b>Under 5,000 with certified Librarian</b>			
LaConner District	Employee Only	None	None
Lopez Island	Employee Only	Employee Only	Employee Only
Ocean Shores	Employee, Spouse & Dependents	Employee, Spouse & Dependents	Employee, Spouse & Dependents
Orcas Island	Employee Only	Employee Only	Employee Only
Prosser	Employee, Spouse & Dependents	Employee, Spouse & Dependents	Employee, Spouse & Dependents

## Compensation

Table 16 (continued)

Public Libraries	Who is covered by your...?		
	Medical Insurance	Dental Insurance	Vision Insurance
<b>Under 5,000 without certified Librarian</b>			
Castle Rock	None	None	None
Cathlamet			
Chewelah	Employee Only	Employee Only	Employee Only
Cle Elum (Carpenter)	Employee Only	Employee Only	Employee Only
Colville	Employee Only	Employee Only	
Concrete	None	None	None
Davenport	None	None	None
Dayton	None	Employee & Spouse	None
Harrington			
Kalama	None	None	None
Kettle Falls	None	None	None
Kittitas	None	None	None
Odessa	None	None	None
Pomeroy			
Reardan	NR	NR	NR
Ritzville	Employee Only	Employee & Spouse	Employee & Spouse
Roslyn	None	None	None
Roy	None	None	None
Sprague	None	None	None
Waitsburg (Weller)			
Wilbur	None	None	None

# Compensation

Table 16 (continued)

Public Libraries	Who pays for...?				
	Long Term Disability	Short Term Disability	Deferred Compensation	Life Insurance	Tuition Reimbursement
<b>Over 250,000</b>					
Fort Vancouver Regional	Employer	Employer	Employee	Employer	None
King County	Employer	None	None	Employer	Employer
Pierce County	Employee	None	Employee	Employee	None
Seattle Public	Employer	None	Employee	Shared	None
Sno-Isle County	Employer	None	Employee	Employer	None
Timberland Regional	Employer	None	Employee	Employer	None
<b>100,001 – 250,000</b>					
Kitsap Regional	None	Employee	Employee	Employer	Employer
Mid-Columbia	Shared	None	Employee	Shared	None
North Central Regional	None	None	Employee	Employer	Employer
Spokane County	None	None	Employee	Employer	None
Spokane Public	Employer	None	Employee	Employer	None
Tacoma Public	Employer	Employer/Employee	Employee	Employer	None
Yakima Valley Regional	Employer	None	Employee	Employer	None
<b>25,001 – 100,000</b>					
Bellingham	Employee	None	Employee	Employer	Employer
Everett	Shared	None	Employee	Employer	Shared
Longview	Employer	None	Employee	Shared	Shared
North Olympic					
Puyallup	Employee	Employee	Shared	Shared	Employer
Renton	Employer	None	Employee	Shared	Employer
Richland	Shared	None	Employee	Shared	Employer
Walla Walla Public	None	Employee	Employee	Shared	None
Whatcom County	None	None	Employee	None	None
<b>5,001 – 25,000</b>					
Anacortes	Employer	Employer	Employee	Employee	Employee
Asotin County	None	None	None	Employee	None
Burlington	None	None	Employee	None	Employer
Camas	Employee	Employee	Employee	Employer	Shared
Ellensburg	Employer	None	Employee	Employer	Employer
Enumclaw	None	None	Shared	Employee	None
Grandview (Bleyhl)	None	None	None	Employee	None
<b>5,001 – 25,000</b>					
Jefferson County	None	None	Employee	Employer	None
Kelso	Employee	None	None	Employer	Employer
Milton Memorial	None	None	Employee	Employer	None
Mount Vernon	Employee	Employee	Employee	Employer	Employer
Pend Orielle County	None	None	Employee	Employer	Employer
Port Townsend	Employee	None	Employee	Employee	None
Pullman (Neill)	None	None	Employee	Employer	Shared
San Juan Island	None	None	Shared	None	None
Sedro-Woolley	None	None	Shared	None	None
Walla Walla County	None	None	Employee	Employer	None
Whitman County	None	None	None	Employer	None
<b>Under 5,000 with certified Librarian</b>					
LaConner District	None	None	None	None	None
Lopez Island	None	None	None	None	Employer
Ocean Shores	None	None	Employee	Employer	Employer
Orcas Island	Employer	Employer	None	Employer	Employer
Prosser	None	None	Employee	None	None

## Compensation

Table 16 (continued)

Public Libraries	Who pays for...?				
	Long Term Disability	Short Term Disability	Deferred Compensation	Life Insurance	Tuition Reimbursement
<b>Under 5,000 without certified Librarian</b>					
Castle Rock	None	None	None	None	None
Cathlamet					
Chewelah	None	None	None	None	None
Cle Elum (Carpenter)	None	Employer	None	Shared	None
Colville	None	None	Employee	None	None
Concrete	None	None	None	None	None
Davenport	Employer	Employer	Employer	None	None
Dayton	None	None	None	None	None
Harrington					
Kalama	None	None	None	None	None
Kettle Falls	None	None	None	None	None
Kittitas	None	None	None	None	None
Odessa	None	None	None	None	None
Pomeroy					
Reardan	None	None	None	None	None
Ritzville	None	None	Employee	Employer	None
Roslyn	Employer	Employer	Employer	None	None
Roy	None	None	None	None	None
Sprague	None	None	None	None	None
Waitsburg (Weller)					
Wilbur	None	None	None	None	None

# Compensation

Table 16 (continued)

Public Libraries	Number of Holidays (in days per year)							
	Exempt Regular	Floater	Union Regular	Floater	Other Regular	Floater	Other Regular	Floater
<b>Over 250,000</b>								
Fort Vancouver Regional	9		9					
King County	10	1	10	1				
Pierce County	11	3	11	1	11	1		
Seattle Public	10	1	10	1	10	2		
Sno-Isle County	9	2			9	2		
Timberland Regional	11	2	11	2				
<b>100,001 – 250,000</b>								
Kitsap Regional	11	1			11	1		
Mid-Columbia	10	1			10	1		
North Central Regional	11	1			11	1		
Spokane County	8	4			8	4		
Spokane Public	8	4	8	4				
Tacoma Public	8	5	8	5	10	2		
Yakima Valley Regional	9.5	2			9.5	2		
<b>25,001 – 100,000</b>								
Bellingham	11	1	11	1	11	1	11	1
Everett	10	1	10	1				
Longview	9	3	9	3				
North Olympic								
Puyallup	10	2	10	2				
Renton	9	3	9	3				
Richland	10	1			10	1		
Walla Walla Public	8	3	9	2				
Whatcom County	11	1	11	1				
<b>5,001 – 25,000</b>								
Anacortes	9	3						
Asotin County	9				9			
Burlington	11	1	11	1				
Camas	10	3	10	3				
Ellensburg	9	5	9	6				
Enumclaw	11	1	11	1				
Grandview (Bleyhl)	10	1			10	1		
<b>5,001 – 25,000</b>								
Jefferson County					11	1		
Kelso	10	1	10	1				
Milton Memorial	10	2	10	2				
Mount Vernon	11	1			11	1		
Pend Orielle County					10	1		
Port Townsend	11	1						
Pullman (Neill)	11	1	11	1				
San Juan Island	10	1	10	1	10	1		
Sedro-Woolley	11	1						
Walla Walla County	11				11	1		
Whitman County					10	1		
<b>Under 5,000 with certified Librarian</b>								
LaConner District					9			
Lopez Island	7	1			7	1		
Ocean Shores	10	1	10	1				
Orcas Island	11	1			11	1		
Prosser	10	1	10	1	10	1		

# Compensation

Table 16 (continued)

Public Libraries	Number of Holidays (in days per year)							
	Exempt Regular	Floater	Union Regular	Floater	Other Regular	Floater	Other Regular	Floater
<b>Under 5,000 without certified Librarian</b>								
Castle Rock								
Cathlamet								
Chewelah	10	1						
Cle Elum (Carpenter)					10	1		
Colville	11	1	11	1				
Concrete					10	1		
Davenport	10	1						
Dayton	10	1						
Harrington								
Kalama	9.5	2	9.5	2				
Kettle Falls	5							
Kittitas								
Odessa								
Pomeroy								
Reardan								
Ritzville	10	2						
Roslyn	12	0						
Roy					2			
Sprague	0							
Waitsburg (Weller)								
Wilbur	1.3	1.3						



# Compensation

Table 16 (continued)

Public Libraries	Vacation Leave (in hours per month)								Limited accrual on vacation leave
	Exempt Min	Max	Union Min	Max	Other Min	Max	Other Min	Max	
<b>Over 250,000</b>									
Fort Vancouver Regional	10.67	18.67	8	18.75					yes
King County	10	14.66	10	15.34					yes
Pierce County	13.3	13.3		13.3	11.6	13.3			yes
Seattle Public	14.67	20	14.67	20	8.67	20			yes
Sno-Isle County	13.33	16			9.33	13.33			yes
Timberland Regional	13.333	13.333	8	13.333					yes
<b>100,001 – 250,000</b>									
Kitsap Regional	16	16			7	14			yes
Mid-Columbia	16	16			6.666	13.333			yes
North Central Regional	8	16			4	16			yes
Spokane County	10	14.67			8	13.33			yes
Spokane Public	12	20	8	18	20	23	16	20	yes
Tacoma Public	16	22.67	17.33	24	8.67	16			yes
Yakima Valley Regional	6.66	13.33			6.66	13.33			yes
<b>25,001 – 100,000</b>									
Bellingham	10	20	6.67	16.67	13.57	17.57	10	20	yes
Everett	9.3	16.7	8	16.6					yes
Longview	11.34	18.68	8	15.34					yes
North Olympic									
Puyallup	8	18.66	8	16.66					yes
Renton	8	16.25	8	16.25					yes
Richland	10	16			10	16			yes
Walla Walla Public	7	17	7	17					yes
Whatcom County	8	16	8	16					yes
<b>5,001 – 25,000</b>									
Anacortes	8	17							yes
Asotin County	6.66	10			6.66	10	1	1	yes
Burlington	8.67	16.67							yes
Camas	8	18	8	18					yes
Ellensburg	8	16	8	16					yes
Enumclaw	4	16	4	16					yes
Grandview (Bleyhl)	3.3	8.3			3.3	8.3			yes
<b>5,001 – 25,000</b>									
Jefferson County					6.6	17.5			yes
Kelso	8.67	23.33	8	18					yes
Milton Memorial	8	14.7	8	14.7					yes
Mount Vernon	5.84	14.58			5.84	14.58			yes
Pend Orielle County					8	16	6	12	yes
Port Townsend	8	17							yes
Pullman (Neill)	8	14	8	14					yes
San Juan Island		8				12		16	yes
Sedro-Woolley	8	10							yes
Walla Walla County	10	13.3				10			yes
Whitman County					4	8			yes
<b>Under 5,000 with certified Librarian</b>									
LaConner District						6.7			yes
Lopez Island	16.25	21.67							yes
Ocean Shores	8	16.66	8	16.66					yes
Orcas Island	12	24			10	18			yes
Prosser	6.67	20	6.67	20	6.67	20			yes

# Compensation

Table 16 (continued)

Public Libraries	Vacation Leave (in hours per month)								
	Exempt Min	Max	Union Min	Max	Other Min	Max	Other Min	Max	Limited accrual on vacation leave
<b>Under 5,000 without certified Librarian</b>									
Castle Rock									no
Cathlamet									
Chewelah					60	128			no
Cle Elum (Carpenter)					7				no
Colville	4	15	4	15					yes
Concrete									no
Davenport		5							yes
Dayton	10	24							yes
Harrington									
Kalama	3.33	16.66	3.33	16.66					yes
Kettle Falls									no
Kittitas									no
Odessa									no
Pomeroy									
Reardan									
Ritzville	8	14							yes
Roslyn	2.5	2.5							no
Roy					1.6				yes
Sprague	0								no
Waitsburg (Weller)									
Wilbur									no

# Compensation

Table 16 (continued)

Public Libraries	Sick Leave (in hours per month)								Limited accrual on sick leave
	Exempt Min	Max	Union Min	Max	Other Min	Max	Other Min	Max	
<b>Over 250,000</b>									
Fort Vancouver Regional	8	8	8	8					yes
King County	8	8	8	8					no
Pierce County	8	8		8	7	8			no
Seattle Public	7.97	7.97	7.97	7.97					no
Sno-Isle County		8				8			no
Timberland Regional	8	8	8	8					no
<b>100,001 – 250,000</b>									
Kitsap Regional	8	8			8	8			yes
Mid-Columbia	8	8			8	8			yes
North Central Regional	8	8			4	8			yes
Spokane County	8	8			8	8			no
Spokane Public	8.6	8.6	8.6	8.6					no
Tacoma Public					8				yes
Yakima Valley Regional	8	8			8	8			yes
<b>25,001 – 100,000</b>									
Bellingham	8	8	8	8	8	8	8	8	yes
Everett	16	8	16	8					yes
Longview	8	8	8	8					no
North Olympic									
Puyallup	8	8	8	8					no
Renton	8	8	8	8					yes
Richland	8	8			8	8			no
Walla Walla Public	8	8	8	8					yes
Whatcom County	8	8	8	8					yes
<b>5,001 – 25,000</b>									
Anacortes	8	8							yes
Asotin County	8	8			1	8	1		yes
Burlington	8	8	8	8					yes
Camas	8	8	8	8					yes
Ellensburg	8	8	8	8					yes
Enumclaw	8	8	8	8					yes
Grandview (Bleyhl)	8	8			8	8			yes
<b>5,001 – 25,000</b>									
Jefferson County					8	8			yes
Kelso	8	8	8	8					yes
Milton Memorial	8	8	8	8					yes
Mount Vernon	7	7			7	7			yes
Pend Orielle County					8	8	6	6	yes
Port Townsend	8	8							yes
Pullman (Neill)	8	8	8	8					yes
San Juan Island	8	8			8	8			yes
Sedro-Woolley	8	8							no
Walla Walla County	1	1			1	1			yes
Whitman County					4	8			yes
<b>Under 5,000 with certified Librarian</b>									
LaConner District						6.7			yes
Lopez Island	21.67								yes
Ocean Shores	8	8	8	8					yes
Orcas Island	8	8			8	8			yes
Prosser	8	8	8	8	8	8			yes

# Compensation

Table 16 (continued)

Public Libraries	Sick Leave (in hours per month)								Limited accrual on sick leave
	Exempt Min	Max	Union Min	Max	Other Min	Max	Other Min	Max	
<b>Under 5,000 without certified Librarian</b>									
Castle Rock									no
Cathlamet									
Chewelah	5								yes
Cle Elum (Carpenter)					4				no
Colville	8	8	8	8					yes
Concrete									na
Davenport		5							yes
Dayton	8								yes
Harrington									
Kalama	8	8	8	8					yes
Kettle Falls									no
Kittitas									no
Odessa									no
Pomeroy									
Reardan									
Ritzville	8	8							yes
Roslyn									no
Roy					1.6				yes
Sprague	0								no
Waitsburg (Weller)									
Wilbur									no